

HRSINGAPORE

Question - Overtime Rate for Public Holiday - Update 2

Dear all,

My company operate on 5 working days. When public holiday fall on Sat, we grant staffs with an additional day off (off-in-lieu) which they will need to consume within 3 months. But now I got a situation when the warehouse came back to work during last Vesak Day holiday (a Saturday), do I pay them at the rate of 1.5 or 2? Please assist to advise.

Thanks.

Carol

REPLY 1

Just follow MOM. Its very clear, treated as 1 time pay.

Jeffrey

REPLY 2

It should be 2 times.

Siew Hua

REPLY 3

You have already granted your staff one day off in lieu of the (Vesak Day) Holiday. As such, payment for working on Saturday should be 1.5 times since

you are on five-day week – the rate that you would pay them if they work on any other Saturdays. If you did not grant them the day off in lieu, then it would be a different situation.

Samuel

REPLY 4

You get a day off in lieu of the holiday on Sat. Therefore you may think that it should be one rate but please look at how overtime for shift staff is treated and also the difficulties in getting staff to work in this instance. We don't read by the books.

Siew Hua

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A good understanding of the Employment Act will result in positive Employee Engagement and build Industrial Relations harmony by minimizing disputes between Employers and Employees or Union. As such, it shapes the responsibilities and relationship between Employers and Employees.

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